



**LANGLEY  
POLICY  
DIRECTIVE**

**Directive: LAPD 3711.3  
Effective Date: January 11, 2005  
Expiration Date: March 8, 2009**

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**Responsible Office: Office of Human Capital Management**

**SUBJECT: Labor-Management Relations Program (revalidated 3/8/05)**

**1. REFERENCE**

- a. NPD 3000.1, "Management of Human Resources"
- b. 5 USC 7134, The Federal Service Labor Management Relations Statute.

**2. SUMMARY**

This directive sets forth this Center's Labor-Management Relations Program Policy and delegates authority to operate the Program at Langley Research Center (LaRC).

**3. POLICY**

It is the policy of the Center, in the interest of the well-being of all employees and the efficient administration of the Government, to comply with the policies and procedural requirements contained in NASA regulations and with Federal law.

**4. DELEGATION**

The Labor Relations Specialist, Office of Human Capital Management, is delegated authority to operate the Labor-Management Relations Program at Langley Research Center (LaRC). This includes, but is not necessarily limited to:

- a. Representing the Center in its dealings with labor organizations.
- b. Consulting with labor organizations, as required, in the formulation of personnel policies and practices and other matters affecting general working conditions of employees at LaRC.
- c. Representing the Center in negotiating written agreements with labor organizations on appropriate matters, with authority to enter into agreements, subject to NASA Headquarters approval, as a duly authorized representative of the Center, and within the policies or guidelines established by Center management.

d. Consulting and coordinating as necessary with the Office of Chief Counsel in unfair labor practice or other representational activities subject to formal proceedings before the Federal Labor Relations Authority.

## **5. RECISION**

LAPD 3711.3, dated April 26, 1999.

(original signed on file, April 26, 1999)

Jeremiah F. Creedon  
Director